

Message Text

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PAGE 01 KABUL 03068 200925Z

53

ACTION NEA-16

INFO OCT-01 PER-05 ISO-00 AID-20 USIE-00 DODE-00 PC-10

DEAE-00 FS-01 ABF-01 /054 W
----- 087247

R 200800Z MAY 74

FM AMEMBASSY KABUL
TO SECSTATE WASHDC 7961
INFO AMEMBASSY PARIS
AMEMBASSY ANKARA

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DEPT PASS TO AID/W; USIA; DOD; PC/W AND DEA

E.O. 11652: NA
TAGS: APER-AF
SUBJ: TCN WAGE SURVEY

REF: KABUL 2515

PARIS FOR RFC; ANKARA FOR DEA

1. POST HAS PERFORMED A WAGE SURVEY FOR TCN'S ARRIVING AT THE INTERIM DECISION TO INCREASE BASIC RATES LIKE FSL RATES BY AN AVERAGE 4.1 PERCENT AND TO PROVIDE ALSO, LIKE FOR FSL'S, A BONUS, OVERTIME, FRIDAY DIFFERENTIAL AND NIGHT DIFFERENTIAL PAYMENTS.

2. ALL AGENCIES AT POST AGREE TO AN IMPLEMENTATION DATE OF 9 JUNE 1974. ALL AGENCIES AT POST ARE ABLE TO FUND THE FY74 PORTIONS OF THIS INCREASE FROM AVAILABLE FUNDS.

3. DOLLAR COST INCREASES BY AGENCY ARE:

ANNUALIZATION
AGENCY FY74 INCREASE FY75 ANNUAL

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PAGE 02 KABUL 03068 200925Z

USAID 208 11360 11568

USIS	52	1789	1841
STATE SHARED	132	5413	5545
TOTAL	392	18562	18954

4. SHARE INCREASE IN DOLLARS BY AGENCY

SAS .05 PER A29 FY74 SAS .05 PER A34 FY75
AGENCY OF 14MAY1973 INCREASE OF 4MAY1974 ANNUALIZATION INCREASE

USAID	8.7	12	9.6	532
USIS	16.7	22	14.7	815
DAO	18.1	24	19.0	1054
PC	12.3	16	8.9	494
DEA	3.4	5	2.2	122
KABUL HOSP	7.9	10	9.2	510
ST.PG	32.9	43	36.4	2018
TOTAL	100.0	132	100.0	5545

5. TOTAL COST PER PAY PERIOD IN DOLLARS:

OLD NEW
AGENCY SCHEDULE SCHEDULE

USAID	3835	3985
USIS	472	543
EMBASSY	1626	1839

6 THE AGENCIES EMPLOYING TCN'S, USAID, USIS AND STATE SHARED, HAVE AGREED TO PERFORM A POSITION CLASSIFICATION FIRST BEFORE A FINAL WAGE SURVEY SINCE ONLY 18 DIRECT-HIRE TCN'S AND 5 CONTRACT TCNS ARE INVOLVED. RECENTLY AID/A AT REGIONAL CONFERENCE IN ISLAMABAD REQUESTED AID/W TO CONDUCT A POSITION CLASSIFICATION SURVEY OF TCN AND FSL POSITIONS AND EMBASSY, USIS, PC AND DAO WISH TO BE INCLUDED (REFERENCE OFFICIAL INFORMAL YOUNG/DAVIS 8 MAY 1974). PRELIMINARY DATA CONSISTING OF RECENTLY REVISED WAGE SCALE FOR NEW DELHI AND RECENT ESTIMATES OF TCN ALLOWANCE REQUIREMENTS IN KABUL INDICATE THAT THE BASE PAY WAGE INCREASE WILL FAR EXCEED THE 4.1 PERCENT BEING GRANTED TO FSL'S. NONTHELESS UNTIL FINAL LIMITED OFFICIAL USE

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PAGE 03 KABUL 03068 200925Z

AGREEMENT IS REACHED, ALL AGENCIES AT POST AGREE UPON AN INTERIM INCREASE OF 4.1 PERCENT CONSIDERING ALSO THAT THE LAST INCREASE FOR TCN'S OCCURRED IN 1969 AS COMPARED TO 1971 FOR FSL'S.

7. WORK PAPERS ARE BEING MAILED. MEANWHILE, AGENCIES AT POST ARE SIGNING THE WAGE AGREEMENT EFFECTIVE 9 JUNE 1974. DESPITE THEIR SIGNATURES, HOWEVER, WE WILL NOT IMPLEMENT

THE PLAN UNTIL WE RECEIVE YOUR APPROVAL.

8. ALL AGENCIES AT POST CONCUR IN THIS MESSAGE.

ELIOT

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NNN

Message Attributes

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Disposition Authority: MorefiRH
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Disposition Reason:
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Subject: TCN WAGE SURVEY
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